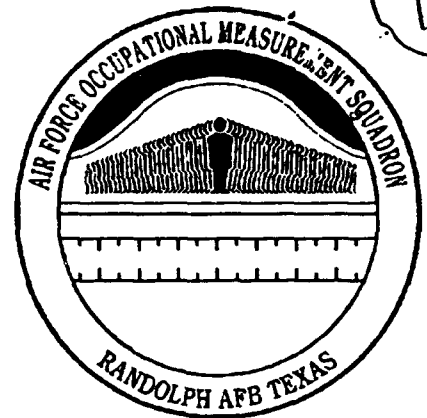


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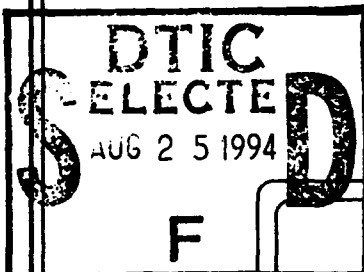
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UNITED STATES
AIR FORCE



OCCUPATIONAL SURVEY REPORT



TACTICAL AIR COMMAND AND CONTROL

AFSC 1C4X1

AFPT 90-275-983

JUNE 1994

OCCUPATIONAL ANALYSIS PROGRAM
AIR FORCE OCCUPATIONAL MEASUREMENT SQUADRON
AIR EDUCATION and TRAINING COMMAND
1550 5th STREET EAST
RANDOLPH AFB, TEXAS 78150-4449

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PREFACE

This report presents the results of an occupational survey of the Tactical Air Command and Control (TACC) career ladder, AFSC 1C4X1 (formerly AFSC 275X0). Authority for conducting occupational surveys is found in AFI 36-2623. Computer products used in this report are available for use by operations and training officials.

Chief Master Sergeant Wendell L. Beaty, Occupational Analyst, developed the survey instrument. First Lieutenant John E. Vice II analyzed the data and wrote the final report. Master Sergeant Corrie Wharton provided computer programming support, and Ms. Tamme Lambert provided administrative support. This report has been reviewed and approved for release by Major Randall C. Agee, Chief, Airman Analysis Section, Occupational Analysis Flight, Air Force Occupational Measurement Squadron (AFOMS).

Copies of this report are distributed to Air Staff sections, major commands, and other interested training and management personnel. Additional copies may be requested from the Air Force Occupational Measurement Squadron, Attention: Chief, Occupational Analysis Flight (OMY), 1550 5th Street East, Randolph AFB TX 78150-4449.

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SUMMARY OF RESULTS

1. Survey Coverage: This report is based on responses from 509 incumbents. They represent 70 percent of all eligible personnel and 63 percent of the total assigned population of Tactical Air Command and Control (TACC) personnel.
2. Specialty Jobs: Three clusters and three jobs were identified in the career ladder analysis. The majority of the personnel surveyed, 73 percent, reported performing the TACC job. The next largest groups identified are the entry-level TACC job and the Joint Training Squadron cluster, which represented 5 percent of the survey sample each. The remaining three groups were characterized by airborne, training, and supervisory and management activities.
3. Career Ladder Progression: Overall, a typical pattern was found of personnel progressing from a technical to a supervisory orientation as they rise through skill levels. However, AFSC 1C4X1 members stay involved with the technical aspects of the AFSC throughout their careers. Few TACC personnel ever get totally away from the technical aspects of the specialty.
4. Specialty Descriptions: Survey data were compared with AFMAN 36-2108 *Specialty Descriptions* (dated 15 Sep 92) to determine whether the descriptions were adequate and supported by the data. All documents were found to accurately reflect the career field's responsibilities. The only discrepancy noted is that many of the tasks and duties associated with the Airborne job were not mentioned in the 3-/5- or 7-skill level *Specialty Descriptions*.
5. Training: The Specialty Training Standard (STS) provides comprehensive coverage of the work performed by personnel in this career ladder, with survey data supporting all but one of the subparagraphs. The Plan of Instruction (POI) had several units of instruction (the majority of which were in Block VII Close Air Support Control Procedures) which were not supported by survey data. Both the STS and POI have a number of tasks not matched that require review for possible inclusion in the training documents.
6. Job Satisfaction: Job satisfaction indicators for AFSC 1C4X1 are generally higher than those reported by members of two related AFSCs surveyed in 1992. Indicators are much higher for the present study over those reported in 1987. Members of most jobs report their work interesting, feel their talents and training are being used, and plan to reenlist.

7. Implications: The career ladder structure has remained essentially unchanged since the last survey, with 73 percent of the personnel performing the core function of the specialty, the TACC job. Personnel progress typically through the career ladder, yet technical tasks are performed at all skill levels. AFMAN 36-2108 *Specialty Descriptions* were found to be adequate and supported by survey data. An examination of the STS and POI found the STS supported on all but one element and the POI unsupported on eight units of instruction. Responses to job satisfaction indicators revealed that most respondents are satisfied with their jobs, have a more positive view of their career ladder than related AFSCs, and have greatly improved their satisfaction on all indicators since the previous survey.

**OCCUPATIONAL SURVEY REPORT (OSR)
TACTICAL AIR COMMAND AND CONTROL (TACC)
AFSC 1C4X1
(FORMERLY AFSC 275X0)**

INTRODUCTION

This is a report of an occupational survey of TACC career ladder--Air Force Specialty Code (AFSC) 1C4X1 (formerly 275X0). This report is being completed as a part of the Air Force Occupational Measurement Squadron's (AFOMS) effort to update data bases on all Air Force specialties on a 5-year cyclic basis. The last survey results pertaining to this career ladder were published in May of 1987.

Background

As described in AFMAN 36-2108 *Specialty Descriptions* dated 15 September 1992, personnel in this career ladder are responsible for providing mission planning and coordination of combat air resources, performing joint service liaison to ensure effective integration of combat air resources on the battlefield, operating global navigation systems, operating voice and digital tactical air control party (TACP) combat communications weapons systems, and performing TACP field duties to support ground combat forces.

Personnel enter this career ladder by attending the 13-week and 4 day TACC specialist course taught at Hurlburt Field, Florida. This course provides instruction on: basic radio theory; operation and checks on TACP mobile and portable equipment; Tactical Air Control System/Army Air Ground System (TACS/AAGS); tactical air support weapons systems; tactical air requests; coordination and control procedures; intelligence collection and reporting; camouflage and concealment techniques; field living skills; signaling and marking techniques; structure of Army command and staff functions; concept of joint operations; Army military symbols, weapons, equipment, and artillery adjustment procedures; Naval gunfire procedures; limited weather observation skills; and thorough knowledge of planning and application of tactical air resources in support of ground forces. Upon graduation, personnel are normally assigned to Army installations worldwide.

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SURVEY METHODOLOGY

Inventory Development

Data for this survey were collected using Air Force Job Inventory (JI) Air Force Personnel Test (AFPT) 90-275-983, dated October 1992. A preliminary task list was prepared after reviewing career ladder documents, tasks from the previous AFSC 275X0 inventories, and data from the prior OSRs. This preliminary task list was then validated through interviews with 48 subject-matter experts (SMEs) at the following organizations:

<u>BASE</u>	<u>ORGANIZATION VISITED</u>
Hurlburt Field FL	Det 1 3400 TCHTSQ
Ft Benning GA	OLAB 507 ACW
Pope AFB and Ft Bragg NC	Det 1 507 ACW
Bergstrom AFB TX	712 ASOCS/DOR
Fort Hood TX	Det 1 602 ACW
Ft Ord CA	Det 5 602 ACW
Ft Campbell KY	Det 5 507 ACW

The final JI contains 433 tasks grouped under 11 duty headings and standard background questions asking respondents to indicate their paygrade, duty title, time in service, time in present job, time in career field, job satisfaction, organizational level, and primary job title. Several background questions were included in the JI at the request of the career field manager and the technical school. The questions were concerned with whether or not they have temporarily filled an Air Liaison Officer position, the utilization of SEI 914 (ETAC) personnel, weight lifted on the job, and the satisfaction with Army vehicle maintenance support. These questions are addressed in the **SPECIAL ISSUES** section.

Survey Administration

A computer-generated mailing list was created using the most current Uniform Airman Record maintained by the Air Force Military Personnel Center. Members were considered eligible if they held DAFSC 1C4X1 and were identified as eligible for duty. AFOMS excludes members

from surveys who are on hospital status, in training, newly arrived in their jobs, or are projecting retirement, separation, or PCS moves within the immediate future. From February to July 1993, Military Personnel Flights at operational bases worldwide administered the JI to TACC personnel.

Respondents were first asked to complete an identification and biographic information section and to answer a number of background questions. They were then instructed to go through the inventory booklet and put a check mark beside each task they perform in their current job. When they had completed this, they were asked to go back and rate the time they spend performing each task checked using a 9-point scale. The time-spent rating scale ranged from 1 (a very small amount of time spent) to 9 (a very large amount of time spent).

The computer calculated the relative percent time each respondent spends performing tasks by first totaling the ratings of all tasks marked, dividing the rating of each task by this total, and multiplying the result by 100. Percent time spent ratings from all respondents were combined and used with percent members performing values to describe various groups in the career ladder.

Survey Sample

Personnel were selected to participate in this survey so as to ensure an accurate representation across major commands (MAJCOMs) and military paygrades. Table 1 reflects the percentage distribution, by MAJCOM, of assigned AFSC 1C4X1 personnel as of February 1994. The 509 respondents in the final sample represent 63 percent of all assigned AFSC 1C4X1 personnel and 70 percent of those surveyed. Table 2 reflects the percentage distribution by paygrade groups. As shown in both tables, the survey sample closely reflects the overall AFSC 1C4X1 population.

Task Factor Administration

Job descriptions alone do not provide complete information for making decisions about career ladder documents or training programs. Task factor data are collected by asking selected senior personnel to complete either a training emphasis (TE) or task difficulty (TD) booklet. These booklets are processed separately from the JIs, and the TE and TD data are considered when analyzing other issues in the study.

Training Emphasis (TE). TE is defined as the amount of structured training first-enlistment personnel need to perform tasks successfully. Structured training can be provided by resident technical schools, field training detachments (FTD), mobile training teams (MTT), or formal on-the-job training (OJT). In this study, senior noncommissioned officers (NCOs) in AFSC 1C4X1 were asked to rate all tasks as to the amount of structured training they felt first-enlistment personnel should receive.

TABLE 1
MAJCOM REPRESENTATION IN SAMPLE

<u>COMMAND</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF SAMPLE</u>
ACC	67	64
PACAF	16	13
USAFE	13	20
AETC	2	2
AFSOC	1	0

TOTAL ASSIGNED = 806
 TOTAL SURVEYED = 726
 TOTAL IN SAMPLE = 509
 PERCENT OF ASSIGNED IN SAMPLE = 63%
 PERCENT OF SURVEYED IN SAMPLE = 70%

TABLE 2
PAYGRADE DISTRIBUTION OF SAMPLE

<u>PAYGRADE</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF SAMPLE</u>
E-1 TO E-4	44	46
E-5	32	32
E-6	17	15
E-7	6	6
E-8	1	1
E-9	<1	<1

Forty-one experienced AFSC 1C4X1 NCOs rated the tasks in the inventory using a 10-point scale ranging from 0 (not important to train) to 9 (extremely important to train). Interrater agreement was acceptable. The average TE rating is 3.19, with a standard deviation of 2.14. Any task with a TE rating of 5.33 is considered to have high TE.

Task Difficulty (TD). TD refers to the length of time the average airman needs to learn how to perform a task. Forty-four experienced NCOs rated the difficulty of the tasks on a 9-point scale ranging from 1 (easy to learn) to 9 (very difficult to learn). Interrater agreement was again acceptable. TD ratings are normally adjusted so tasks of average difficulty have a value of 5.0, with a standard deviation of 1.0. Thus, any task with a TD rating of 6.00 or above is considered difficult to learn.

TE and TD ratings, when used with percent members performing values, can provide insight into tasks that should be included in overall first-enlistment training, what TACC specialists should be trained on specifically, and can be used to evaluate all career ladder training documents.

CAREER LADDER STRUCTURE

The first step in the analysis process is to identify the career ladder structure in terms of jobs respondents perform. Comprehensive Occupational Data Analysis Programs (CODAP) assist by creating a job description for each respondent based on the tasks performed and relative amount of time spent on the tasks. The CODAP hierarchical clustering program then compares all individual job descriptions, locates those descriptions with the most similar tasks and time spent ratings, and combines them to form a job group. In successive stages, new members are added to the initial group, or new groups are formed based on the similarity of tasks performed and time ratings. This process continues until all respondents possible are included in a group.

The basic group used in the hierarchical clustering process is the Job. When two or more jobs have a substantial degree of similarity in tasks performed and time spent on tasks, they are grouped together and identified as a Cluster. The structure of the TACC career ladder is defined in terms of the jobs and clusters of jobs respondents perform.

Overview

On the basis of the similarity of tasks performed and the amount of time spent performing each task, three jobs and three clusters were identified within the survey sample. Figure 1 illustrates the division of jobs performed by AFSC 1C4X1 personnel.

TABLE 3

AVERAGE PERCENT TIME SPENT ON DUTIES BY CAREER LADDER JOBS

DUTIES	TACC JOB (ST45)	ENTRY- LEVEL TACC JOB (ST26)	JTS CLUSTER (GP32)	AIRBORNE JOB (ST160)	TRAINING CLUSTER (ST48)	SUPV AND MGT CLUSTER (ST17)
A ORGANIZING AND PLANNING	6	2	6	6	8	26
B DIRECTING AND IMPLEMENTING	5	*	4	4	6	11
C INSPECTING AND EVALUATING	3	*	2	3	4	16
D TRAINING	8	8	7	11	26	26
E PERFORMING ADMINISTRATIVE AND SUPPLY ACTIONS	4	1	1	3	4	13
F PERFORMING VEHICLE OPERATOR MAINTENANCE	11	16	14	1	4	2
G SETTING UP, OPERATING, OR TROUBLESHOOTING MOBILE COMMUNICATIONS SYSTEMS	21	29	16	5	15	1
H PERFORMING FIELD DUTIES	23	32	24	24	18	4
I PERFORMING AIR MANAGEMENT	3	1	4	3	1	1
J PERFORMING AIR LIAISON OR AIR STRIKE CONTROL	15	10	20	23	9	1
K PERFORMING AIRBORNE OR AIR ASSAULT ACTIONS	2	*	2	17	2	0

* Indicates less than 1 percent

DISTRIBUTION OF AFSC 1C4X1 PERSONNEL ACROSS SPECIALTY JOBS

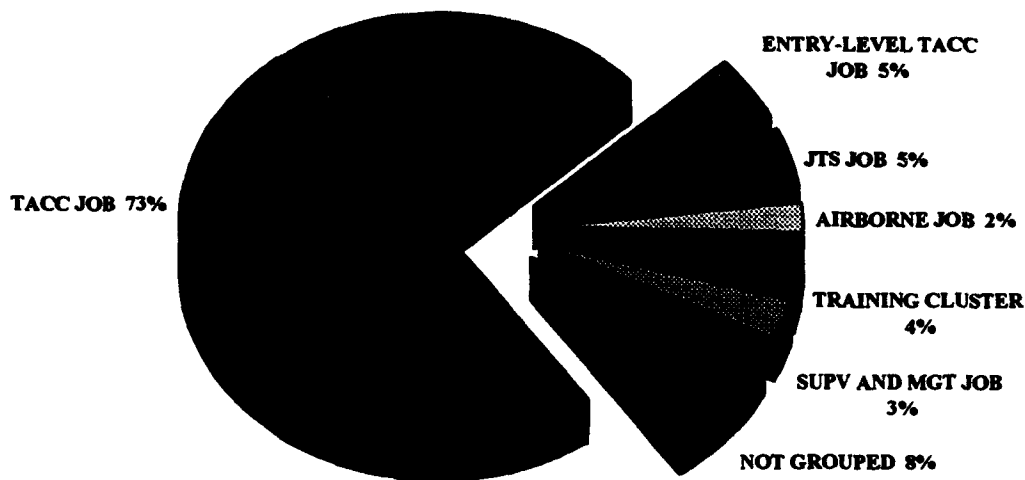


Figure 1

A listing of these jobs is provided below. Table 3 presents the relative time spent by respondents in each duty. The stage (STG) or group (GRP) number shown beside each title references computer-printed information; the letter ("N") stands for the number of personnel in each group.

- I. TACTICAL AIR COMMAND AND CONTROL (TACC) JOB (STG45, N=374)
- II. ENTRY-LEVEL TACC JOB (STG26, N=24)
- III. JOINT TRAINING SQUADRON (JTS) CLUSTER (GRP32, N=24)
- IV. AIRBORNE JOB (STG160, N=8)
- V. TRAINING CLUSTER (STG48, N=22)
- VI. SUPERVISORY AND MANAGEMENT CLUSTER (STG17, N=13)

The respondents forming these groups account for 92 percent of the survey sample. The remaining 8 percent were performing tasks or series of tasks that did not allow the clustering program to group them with any of the defined jobs. Some titles reported by these personnel include: Stan Eval, Fighter Duty Tech, NCOIC Battalion ALO Shop, Operations, Chief Enlisted Manager, Plans/Exercises TACCS, and Mobility NCO. Table 4 displays selected background information, such as DAFSC distributions across each job, predominant paygrades, average months in service (i.e., TAFMS), and average number of tasks performed.

I. TACTICAL AIR COMMAND AND CONTROL (TACC) JOB (STG45, N=374).

This is the major job in the career ladder performed by 73 percent of all survey respondents. Personnel work closely with Army components in mission planning and application of tactical air resources in support of ground forces. Members performing this job reported accomplishing tasks in all duty categories. The largest part of the TACC job time, 59 percent, is spent on three duties: Performing Field Duties, Performing Air Liaison or Air Strike Control, and Setting Up, Operating, or Troubleshooting Mobile Communications Systems. The following are typical tasks performed by personnel with the TACC job:

- operationally check portable radios
- authenticate communications
- operationally check have-quick systems
- navigate by vehicle during day operations
- fire M-16 weapons
- participate in training exercises

Personnel in this job perform an average of 154 tasks and have an average Total Active Federal Military Service (TAFMS) of 100 months. The majority are in paygrades E-4 or E-5 and hold either the 5- or 7-skill level. Approximately one-third are assigned overseas, and only 26 percent are in their first enlistment.

II. ENTRY-LEVEL TACC JOB (STG26, N=24). The 24 airmen forming this job have less experience and time in service than the members of the TACC job, but are performing the same core tasks. One difference between the two is that these personnel perform a smaller variety of tasks, and they concentrate on field duties and setting up, operating, or troubleshooting mobile communications systems. In addition, in this job, airmen perform less air liaison or air strike control tasks and accomplish more vehicle operator maintenance. Representative tasks for this job include:

- wash vehicles
- participate in training exercises
- drive wheeled vehicles in nontactical environments

TABLE 4

SELECTED BACKGROUND DATA FOR 1C4X1 CAREER LADDER JOBS

	ENTRY- LEVEL		JTS CLUSTER		AIRBORNE JOB		TRAINING CLUSTER		SUPV AND MGT CLUSTER	
	TACC JOB (ST45)	TACC JOB (ST26)	(GP32)		(ST160)		(ST48)		(ST17)	
NUMBER IN GROUP	374	24	24	8	22	13				
PERCENT OF SAMPLE	73%	5%	5%	2%	4%	3%				
PERCENT IN CONUS	64%	71%	88%	100%	77%	69%				
DAFSC DISTRIBUTION										
1C431	11%	63%	4%	0%	0%	0%				
1C451	59%	33%	67%	50%	45%	8%				
1C471	28%	4%	29%	50%	55%	62%				
1C491	2%	0%	0%	0%	0%	15%				
1C400	1%	0%	0%	0%	0%	15%				
PAYGRADE DISTRIBUTION										
AIRMAN	22%	83%	8%	0%	0%	0%				
E-4	25%	8%	42%	25%	14%	0%				
E-5	33%	8%	33%	13%	55%	15%				
E-6	13%	0%	13%	50%	32%	15%				
E-7	5%	0%	4%	13%	0%	54%				
E-8	1%	0%	0%	0%	0%	0%				
E-9	0%	0%	0%	0%	0%	15%				

TABLE 4 (CONTINUED)

SELECTED BACKGROUND DATA FOR IC4X1 CAREER LADDER JOBS

	TACC JOB (ST45)	ENTRY- LEVEL TACC JOB (ST26)	JTS CLUSTER (GP32)	AIRBORNE JOB (ST160)	TRAINING CLUSTER (ST48)	SUPV AND MGT CLUSTER (ST17)
AVERAGE NUMBER OF TASKS PERFORMED	154	63	73	161	115	65
AVERAGE MONTHS T1CF	74	26	106	74	108	168
AVERAGE MONTHS TAFMS	100	35	116	120	125	209
PERCENT IN FIRST ENLISTMENT	26%	88%	8%	0%	0%	0%
PERCENT SUPERVISING	48%	0%	33%	37%	18%	46%

- authenticate communications
- fire M-16 weapons
- navigate by vehicle during day operations
- participate in Air Force PT

Eighty-three percent of the members of this job are E-2s or E-3s, 63 percent hold the 3-skill level, and the average TAFMS is 35 months. Seventy-nine percent chose the TACC Specialist job title, and none of the members of this job reported supervising other personnel.

III. JOINT TRAINING SQUADRON (JTS) CLUSTER (GRP32, N=24). The majority of the 24 personnel in this cluster are assigned to either the 507 JTS at Little Rock or the 549 JTS at Ft Irwin. Almost half of the respondents specifically wrote in on their surveys that they act as observers/controllers during joint training operations. The primary duties performed include: Field Duties, Air Liaison or Air Strike Control, and Setting Up, Operating, or Troubleshooting Mobile Communications Systems. Examples of tasks performed include:

- control high threat air strikes
- control low threat air strikes
- operationally check palletized radio systems
- maintain TA-50 equipment, such as sleeping bags, helmets, or load bearing equipment
- drive wheeled vehicles in tactical environments
- interpret tactical map symbols

There were two identifiable jobs within this cluster, differentiated by location. The main difference between the two is that the Fort Irwin JTS job has a greater emphasis on tasks concerned with air liaison or air strike control than the Little Rock JTS job. In addition, personnel at Little Rock performed an average of 20 more tasks.

The members of this cluster have an average TAFMS of 116 months, 67 percent hold the 5-skill level, while 29 percent hold the 7-skill level. They perform an average of 73 tasks, and 88 percent are in paygrades E-4 through E-6.

IV. AIRBORNE JOB (STG160, N=8). The eight members of this job are located at three different bases and marked four different job titles on the survey, yet all are parachutists accomplishing similar JI tasks. Tasks consuming the most time concerned performing field duties, air liaison or air strike control, and airborne or air assault actions. The personnel in the job perform an average of 161 tasks, have an average TAFMS of 120 months, and hold either the 5- or 7- skill level. Typical tasks which characterize this job include:

- control night close air support missions
- perform static-line parachute jumps
- mark target locations at night using infrared designators
- navigate by foot during night operations
- perform fast rope infiltration or exfiltration system (FRIEs) operations
- analyze targets and recommend strike ordnance

V. TRAINING CLUSTER (STG48, N=22). The majority of the members of this cluster are either instructors at the training wing or perform training tasks as well as technical functions in their job. The primary duties reported by members are: Training, Performing Field Duties, and Setting Up, Operating, or Troubleshooting Mobile Communications Systems. Examples of the tasks that members in this cluster perform are:

- procure training aids, materials, or equipment
- participate in training exercises
- conduct formal classroom training
- develop training materials or training aids
- revise training materials
- develop tests

There were two jobs identified within this cluster. The first consists of 16 members assigned to either the 335th Technical Training Squadron or the 505th Air Control Group at Hurlburt Field, Florida. Of those 16 personnel, 15 indicated that they are instructors. The second job consists of six personnel assigned to six different bases and organizations with six different job titles, yet, all indicated that they perform the additional duty of Training NCO. Members of the cluster perform an average of 115 tasks, have an average TAFMS of 125 months, are in paygrades E-4 through E-6, and hold either the 5- or 7-skill level.

VI. SUPERVISORY AND MANAGEMENT CLUSTER (STG17, N=13). The senior members of the career ladder who are in this cluster come from a large variety of paygrades, bases, organizations, and job titles. Ninety-two percent of the job time is devoted to tasks concerned with organizing and planning, directing and implementing, inspecting and evaluating, training, and performing administrative and supply actions (Duties A through E). Representative tasks include:

- conduct briefings, conferences, or workshops
- determine publication requirements
- plan or develop briefings

determine work priorities
write correspondence or routine reports
analyze trends in work methods

Two jobs were identified within this cluster. The primary difference is that one is oriented towards managerial aspects of the career ladder, while the other concentrates on supervisory tasks. Members accomplishing the managerial job perform an average of 39 tasks, and most do not supervise other personnel. Personnel in the supervisor job perform an average of 105 tasks and supervise an average of 7 subordinates. Supervisory and Management personnel are, by far, the more senior personnel in the career ladder with an average of 209 months' TAFMS. In addition, members are in paygrades E-5 through E-9, and most hold either the 7-skill level, the 9-skill level, or are CEMs.

Comparison of Specialty Jobs

Three clusters and three jobs were identified in the career ladder analysis. The majority of the personnel surveyed, 73 percent, reported performing the TACC job. The next largest groups identified are the Entry-Level TACC job and the Joint Training Squadron cluster, which represented 5 percent of the survey sample each. The remaining three groups were characterized by airborne, training, and supervisory and management activities. This specialty is extremely homogeneous. Nearly everyone performs the same basic functions. The only specialization noted, besides the usual management, supervision, and training, is in the new but growing area of joint training.

Comparison to Previous Survey

The overall structure of the TACC career ladder has remained stable over a long period of time. The current structure has essentially remained unchanged since the last time the career ladder was surveyed. In addition, the 1987 OSR data indicated that the jobs found in that survey appeared to resemble the same basic structure that was found in the 1979 survey. Table 5 shows a comparison of the jobs identified in the 1987 study and the ones found in the current OSR. The only real difference between the two job structures is that the Air Support Operations Personnel job was not found in the current study, while the Joint Training Squadron cluster was not identified in the 1987 OSR. This finding is in concurrence with the changing emphasis in the Air Force and the Department of Defense as a whole to focus more on supporting joint operations.

TABLE 5
COMPARISON OF JOBS IDENTIFIED IN PRESENT AND PREVIOUS STUDIES

CURRENT STUDY	1987 OSR
TACTICAL AIR COMMAND AND CONTROL JOB ENTRY-LEVEL TACTICAL AIR COMMAND AND CONTROL JOB	TACTICAL AIR COMMAND AND CONTROL PERSONNEL
JOINT TRAINING SQUADRON CLUSTER	NOT MATCHED
AIRBORNE JOB	AIRBORNE PERSONNEL
TRAINING CLUSTER	INSTRUCTORS
SUPERVISORY AND MANAGEMENT CLUSTER	MANAGERS
NOT MATCHED	AIR SUPPORT OPERATIONS PERSONNEL

CAREER LADDER PROGRESSION

Analysis of the tasks performed by members of the various DAFSCs is an important part of each occupational survey. This analysis identifies differences in work performed across skill levels, which in turn, may be used to evaluate career ladder documents, such as the Specialty Descriptions in Section B of the Career Field Education and Training Plan (CFETP) and the Specialty Training Standard (STS) for the career ladder.

The distribution of skill-level personnel is shown in Table 6, while the relative time members of the skill-level groups spend on each duty is listed in Table 7. While the data indicate that the 3- and 5-skill level members are doing similar work, there are some important differences to consider in light of the CFETP. Entry-level personnel will have to spend at least a year in OJT and be in paygrade E-4 before they can enter 5-skill level upgrade training. This will effectively slow the upgrade process and increase the number of 3-skill level members in the career ladder. Discussions of the individual skill levels follow.

Skill-Level Descriptions

DAFSC 1C431. The 60 airmen reporting holding the 3-skill level job (representing 12 percent of the survey sample) perform an average of 101 tasks. A large majority perform either the entry-level TACC job or the TACC job. Most duty time was spent on setting up, operating, or troubleshooting mobile communications systems and performing field duties, with lesser emphasis on performing vehicle operator maintenance and air liaison or air strike control. Top tasks performed are listed in Table 8 and indicate an emphasis on basic field duties.

DAFSC 1C451. Five-skill level members have a somewhat broader job, as they perform an average of 131 tasks, about one-third more than 3-skill level members. The majority perform the TACC job, but 5-skill level personnel are found in almost all of the jobs in the career ladder. Members perform the same main duties that the 3-skill level personnel accomplish, but there is a moderate shift towards supervisory and air liaison or air strike control duties. As the representative tasks shown in Table 9 indicate 5-skill level personnel and 3-skill level personnel perform many of the same core tasks. Tasks that differentiate between DAFSC 1C431 and DAFSC 1C451 are listed in Table 10 and indicate that the increase in the performance of air liaison and air strike control tasks is one of the main differences between the two skill levels.

DAFSC 1C471. The 7-skill level personnel constitute 30 percent of the sample, and as shown in Table 6, are involved in all of the jobs identified by survey data and perform an average of 155 tasks. Representative tasks performed by these personnel are listed in Table 11 and indicate a greater emphasis on the technically intensive aspects of the career ladder. Tasks that best distinguish between DAFSC 1C451 and DAFSC 1C471 respondents are listed in Table 12. This table shows that the difference between 5- and 7-skill level members is a shift towards more supervisory tasks.

TABLE 6

DISTRIBUTION OF SKILL-LEVEL MEMBERS ACROSS CAREER LADDER JOBS
(PERCENT)

JOB	IC431 (N=60)	IC451 (N=279)	IC471 (N=153)	IC491 (N=11)	IC400 (N=6)
TACTICAL AIR COMMAND AND CONTROLLER JOB (N=374)	68%	78%	68%	64%	50%
ENTRY-LEVEL TACTICAL AIR COMMAND AND CONTROL JOB (N=24)	25%	3%	1%	0%	0%
JOINT TRAINING SQUADRON CLUSTER (N=24)	2%	6%	4%	0%	0%
AIRBORNE JOB (N=8)	0%	1%	3%	0%	0%
TRAINING CLUSTER (N=22)	0%	4%	8%	0%	0%
SUPERVISORY AND MANAGEMENT CLUSTER (N=13)	0%	0%	5%	18%	33%
NOT GROUPED (N=44)	5%	8%	11%	18%	17%

TABLE 7

TIME SPENT ON DUTIES BY MEMBERS OF SKILL-LEVEL GROUPS
(RELATIVE PERCENT OF JOB TIME)

DUTIES	IC431 (N=60)	IC451 (N=279)	IC471 (N=153)	IC491 (N=11)	IC400 (N=6)
A ORGANIZING AND PLANNING	3	5	10	16	20
B DIRECTING AND IMPLEMENTING	1	4	7	10	14
C INSPECTING AND EVALUATING	1	2	6	12	18
D TRAINING	6	8	12	9	13
E PERFORMING ADMINISTRATIVE AND SUPPLY ACTIONS	3	3	5	6	4
F PERFORMING VEHICLE OPERATOR MAINTENANCE	16	12	7	3	4
G SETTING UP, OPERATING, OR TROUBLESHOOTING MOBILE COMMUNICATIONS SYSTEMS	30	21	14	10	6
H PERFORMING FIELD DUTIES	28	24	18	14	10
I PERFORMING AIR MANAGEMENT	2	3	3	7	3
J PERFORMING AIR LIAISON OR AIR STRIKE CONTROL	11	15	14	12	7
K PERFORMING AIRBORNE OR AIR ASSAULT ACTIONS	*	2	3	2	2

* Indicates less than 1 percent

TABLE 8

TOP TASKS PERFORMED BY DAFSC 1C431 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=60)
F197 WASH VEHICLES	93
G215 OPERATIONALLY CHECK HAVE-QUICK SYSTEMS	93
H254 AUTHENTICATE COMMUNICATIONS	93
H284 NAVIGATE BY VEHICLE DURING DAY OPERATIONS	92
H272 FIRE M-16 WEAPONS	92
H266 DRIVE WHEELED VEHICLES IN NONTACTICAL ENVIRONMENTS	90
G217 OPERATIONALLY CHECK PORTABLE RADIOS	90
G207 INITIALIZE GPSs	88
F174 PERFORM AF FORMS 1800 (OPERATOR'S INSPECTION GUIDE AND TROUBLE REPORT (GENERAL PURPOSE VEHICLES)) CHECKS	87
G216 OPERATIONALLY CHECK PALLETIZED RADIO SYSTEMS	87
H311 SET UP OR TEAR DOWN BIVOUAC EQUIPMENT, SUCH AS TENTS, CAMOUFLAGE NETS, OR LIGHTING EQUIPMENT	87
F168 CLEAN VEHICLE BATTERY BOXES	87
H281 NAVIGATE BY FOOT DURING DAY OPERATIONS	87
D130 PARTICIPATE IN TRAINING EXERCISES	85
H255 CLEAN AND LUBRICATE WEAPONS	85
H299 PERFORM PERSONAL HYGIENE UNDER FIELD CONDITIONS	83
H267 DRIVE WHEELED VEHICLES IN TACTICAL ENVIRONMENTS	83
H271 FIRE HANDGUNS	83
H300 PERFORM PERSONAL SANITATION UNDER FIELD CONDITIONS	82
G209 LOAD OR ZEROIZE VARIABLES IN ENCRYPTION EQUIPMENT	82
H277 INTERPRET TACTICAL MAP SYMBOLS	82
H290 PERFORM CAMOUFLAGE ACTIONS	82
G214 OPERATIONALLY CHECK GPSs	82
H285 NAVIGATE BY VEHICLE DURING NIGHT OPERATIONS	80
D127 PARTICIPATE IN AIR FORCE PT	78

TABLE 9

TOP TASKS PERFORMED BY DAFSC 1C451 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=279)
F197 WASH VEHICLES	94
F174 PERFORM AF FORMS 1800 (OPERATOR'S INSPECTION GUIDE AND TROUBLE REPORT (GENERAL PURPOSE VEHICLES)) CHECKS	92
G215 OPERATIONALLY CHECK HAVE-QUICK SYSTEMS	92
G217 OPERATIONALLY CHECK PORTABLE RADIOS	92
H254 AUTHENTICATE COMMUNICATIONS	92
D130 PARTICIPATE IN TRAINING EXERCISES	91
H266 DRIVE WHEELED VEHICLES IN NONTACTICAL ENVIRONMENTS	91
H284 NAVIGATE BY VEHICLE DURING DAY OPERATIONS	91
H272 FIRE M-16 WEAPONS	91
H280 MAINTAIN TA-50 EQUIPMENT, SUCH AS SLEEPING BAGS, HELMETS, OR LOAD BEARING EQUIPMENT	90
D127 PARTICIPATE IN AIR FORCE PT	89
G216 OPERATIONALLY CHECK PALLETIZED RADIO SYSTEMS	89
H277 INTERPRET TACTICAL MAP SYMBOLS	87
H255 CLEAN AND LUBRICATE WEAPONS	87
H271 FIRE HANDGUNS	87
H267 DRIVE WHEELED VEHICLES IN TACTICAL ENVIRONMENTS	86
H299 PERFORM PERSONAL HYGIENE UNDER FIELD CONDITIONS	86
G209 LOAD OR ZEROIZE VARIABLES IN ENCRYPTION EQUIPMENT	85
F168 CLEAN VEHICLE BATTERY BOXES	84
G214 OPERATIONALLY CHECK GPSs	84
H285 NAVIGATE BY VEHICLE DURING NIGHT OPERATIONS	83
G207 INITIALIZE GPSs	83
G203 CONFIGURE COMMUNICATIONS SYSTEMS FOR OPERATIONS USING VEHICLE POWER	82
H290 PERFORM CAMOUFLAGE ACTIONS	82
H281 NAVIGATE BY FOOT DURING DAY OPERATIONS	82

TABLE 10

TASKS WHICH BEST DIFFERENTIATE BETWEEN
DAFSC 1C431 AND 1C451 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	1C431 (N=60)	1C451 (N=279)	DIFFERENCE
J344 COORDINATE JOINT LASER OPERATIONS WITH OTHER AGENCIES	5	36	-31
J352 EXTRACT INFORMATION FROM ARMY OPERATIONS ORDERS OR TACTICAL STANDING OPERATING PROCEDURES	12	44	-32
J345 COORDINATE STRIKE INFORMATION WITH ARMY OR OTHER SERVICE PERSONNEL	22	55	-33
J369 PLAN CLOSE AIR SUPPORT MISSIONS	43	77	-34
J339 CONTROL LOW THREAT AIR STRIKES	43	77	-34
J333 ADVISE STAFF OFFICERS ON UTILIZATION OF AIR ASSETS	23	58	-34
J338 CONTROL HIGH THREAT AIR STRIKES	40	75	-35
J346 COORDINATE SUPPRESSION OF ENEMY AIR DEFENSES (SEADS) WITH APPROPRIATE AGENCIES	23	61	-37
D102 CONDUCT FIELD TRAINING	22	61	-39
J334 BRIEF ARMY PERSONNEL ON TACTICAL AIR SUPPORT CAPABILITIES	27	66	-39
J364 OBSERVE AND REPORT BATTLE DAMAGE ASSESSMENTS	23	63	-39

TABLE 11

TOP TASKS PERFORMED BY DAFSC 1C471 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=153)
D127 PARTICIPATE IN AIR FORCE PT	92
D130 PARTICIPATE IN TRAINING EXERCISES	91
H280 MAINTAIN TA-50 EQUIPMENT, SUCH AS SLEEPING BAGS, HELMETS, OR LOAD BEARING EQUIPMENT	90
H284 NAVIGATE BY VEHICLE DURING DAY OPERATIONS	90
F174 PERFORM AF FORMS 1800 (OPERATOR'S INSPECTION GUIDE AND TROUBLE REPORT (GENERAL PURPOSE VEHICLES)) CHECKS	90
H254 AUTHENTICATE COMMUNICATIONS	88
H277 INTERPRET TACTICAL MAP SYMBOLS	88
H272 FIRE M-16 WEAPONS	87
H255 CLEAN AND LUBRICATE WEAPONS	87
F197 WASH VEHICLES	86
J369 PLAN CLOSE AIR SUPPORT MISSIONS	86
H266 DRIVE WHEELED VEHICLES IN NONTACTICAL ENVIRONMENTS	86
J339 CONTROL LOW THREAT AIR STRIKES	86
J338 CONTROL HIGH THREAT AIR STRIKES	86
G217 OPERATIONALLY CHECK PORTABLE RADIOS	86
H271 FIRE HANDGUNS	86
G216 OPERATIONALLY CHECK PALLETIZED RADIO SYSTEMS	84
H285 NAVIGATE BY VEHICLE DURING NIGHT OPERATIONS	83
H267 DRIVE WHEELED VEHICLES IN TACTICAL ENVIRONMENTS	82
G215 OPERATIONALLY CHECK HAVE-QUICK SYSTEMS	82
H299 PERFORM PERSONAL HYGIENE UNDER FIELD CONDITIONS	82
H278 INTERPRET TOPOGRAPHIC MAPS	81
G214 OPERATIONALLY CHECK GPSs	81
J381 TRANSMIT CLOSE AIR SUPPORT REQUESTS	80
G209 LOAD OR ZEROIZE VARIABLES IN ENCRYPTION EQUIPMENT	80

TABLE 12

TASKS WHICH BEST DIFFERENTIATE BETWEEN
DAFSC IC451 AND IC471 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	IC451 (N=279)	IC471 (N=153)	DIFFERENCE
G220 PERFORM CORROSION CONTROL ON COMMUNICATIONS EQUIPMENT	73	49	24
F175 PERFORM CORROSION CONTROL ON WHEELED OR TRACKED VEHICLES	63	40	24
F178 PREPARE EQUIPMENT FOR MAINTENANCE	68	46	22
F168 CLEAN VEHICLE BATTERY BOXES	84	63	21
F164 CHANGE FLUIDS IN VEHICLES	41	22	19
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A18 DEVELOP WORK SCHEDULES	23	56	-33
B42 COUNSEL SUBORDINATES ON PERSONAL OR MILITARY-RELATED MATTERS	39	72	-33
E158 WRITE CORRESPONDENCE OR ROUTINE REPORTS	15	49	-34
C96 WRITE EPRs	31	65	-34
A21 ESTABLISH PERFORMANCE STANDARDS	19	54	-35
C97 WRITE OR REVIEW RECOMMENDATIONS FOR AWARDS OR DECORATIONS	24	60	-36
B65 SUPERVISE TACTICAL AIR COMMAND AND CONTROL SPECIALISTS (AFSC 27550)	29	66	-37

DAFSC 1C491/00. Eleven 9-skill level and six CEM code respondents represent 3 percent of the survey sample. Members holding these skill levels are either in the TACC job or the Supervisory and Management job, and as Table 7 indicates, a larger percentage of duty time is being spent on the supervisory duties (A through E). Top tasks performed by these respondents are listed in Table 13. These tasks indicate that the higher skill-level personnel are performing tasks with a supervisory orientation and yet are still accomplishing technical tasks that are found even at the 3-skill level. Tasks which best distinguish between 7-skill level members and the 9-skill level and CEM code personnel are found in Table 14, and again, emphasize an increase in supervisory responsibilities.

Summary

Overall, the pattern of personnel progressing from a technical to a supervisory orientation as they rise through skill levels, which is found in most Air Force DAFSCs, holds true for the 1C4X1 career field. An unusual pattern is present in the TACC career ladder in that members stay involved with the technical aspects of the AFSC throughout their careers. TACC personnel never get totally away from the technical aspects of the specialty.

AFMAN 36-2108 *SPECIALTY DESCRIPTION ANALYSIS*

AFMAN 36-2108 *Specialty Descriptions* are intended to give a broad description of the responsibilities held by the various skill levels within a career ladder. Survey data were compared with the three Air Force Specialty Descriptions, AFSC 27510/30/50 (15 Sep 92), AFSC 27570 (15 Sep 92), and AFSC 27590/00 (15 Sep 92), to determine whether the descriptions were adequate and supported by the data. All three documents were found to accurately reflect the majority of career field responsibilities. The only discrepancy is that many of the tasks and duties associated with the Airborne job were not mentioned in the 3-/5- or 7-skill level Specialty Descriptions. One percent of 5-skill level personnel and 3 percent of 7-skill level personnel perform this job.

TRAINING ANALYSIS

Occupational survey data are one of several sources of information functional managers and technical training wings can use to develop the CFETP, the STS, and plans of instruction (POI) for the career ladder. The most useful data under the new training initiatives will be percent first-enlistment personnel performing tasks, with accompanying TE, TD, and Automated Training Indicators (ATI), and technical tasks 3-, 5-, and 7-skill level members perform.

TABLE 13

TOP TASKS PERFORMED BY DAFSC 1C491/1C400 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=17)
E158 WRITE CORRESPONDENCE OR ROUTINE REPORTS	88
C97 WRITE OR REVIEW RECOMMENDATIONS FOR AWARDS OR DECORATIONS	82
C79 EVALUATE HOST-BASE OR INTERSERVICE SUPPORT AGREEMENTS	82
D127 PARTICIPATE IN AIR FORCE PT	82
A27 PLAN MEETINGS, CONFERENCES, OR WORKSHOPS	82
A20 ESTABLISH ORGANIZATIONAL POLICIES, OPERATING INSTRUCTIONS (OIs), OR STANDING OPERATING PROCEDURES (SOPs)	82
A21 ESTABLISH PERFORMANCE STANDARDS	82
C85 EVALUATE SUBORDINATES' COMPLIANCE WITH WORK OR MILITARY STANDARDS	76
A8 DETERMINE LOGISTICS REQUIREMENTS, SUCH AS PERSONNEL, EQUIPMENT, OR SUPPLIES	76
D130 PARTICIPATE IN TRAINING EXERCISES	76
C74 EVALUATE ADDITIONAL DUTY OR JOB POSITION DESCRIPTIONS	76
A5 DETERMINE BUDGET OR FINANCIAL REQUIREMENTS	76
J357 LOCATE TARGETS UTILIZING UNIVERSAL TRANSVERSE MERCATOR OR LATITUDE AND LONGITUDE COORDINATE SYSTEMS	76
C73 CONDUCT SELF-INSPECTIONS	76
A2 COORDINATE CLOSE AIR SUPPORT FOR ARMY FIRE SUPPORT PLANS WITH APPROPRIATE AGENCIES	76
H266 DRIVE WHEELED VEHICLES IN NONTACTICAL ENVIRONMENTS	76
F174 PERFORM AF FORMS 1800 (OPERATOR'S INSPECTION GUIDE AND TROUBLE REPORT (GENERAL PURPOSE VEHICLES)) CHECKS	76
H255 CLEAN AND LUBRICATE WEAPONS	76
H284 NAVIGATE BY VEHICLE DURING DAY OPERATIONS	76
B42 COUNSEL SUBORDINATES ON PERSONAL OR MILITARY-RELATED MATTERS	71
A1 ANALYZE TRENDS IN WORK METHODS	71
C76 EVALUATE BUDGET OR FINANCIAL REQUIREMENTS	71
A19 DRAFT INPUTS FOR HOST-BASE OR INTERSERVICE SUPPORT AGREEMENTS	71
B39 CONDUCT BRIEFINGS, CONFERENCES, OR WORKSHOPS	71
B37 ASSIGN PERSONNEL TO WORK AREAS OR DUTY POSITIONS	71

TABLE 14

TASKS WHICH BEST DIFFERENTIATE BETWEEN
DAFSC IC471 AND IC491/IC400 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	IC471 (N=153)	IC491/IC400 (N=17)	DIFFERENCE
J369 PLAN CLOSE AIR SUPPORT MISSIONS	86	35	51
J338 CONTROL HIGH THREAT AIR STRIKES	86	35	51
J364 OBSERVE AND REPORT BATTLE DAMAGE ASSESSMENTS	67	24	44
B65 SUPERVISE TACTICAL AIR COMMAND AND CONTROL SPECIALISTS (AFSC 27550)	66	24	43
D98 ADMINISTER TESTS	47	6	41
D106 CONDUCT OJT FOR AFSC 275X0 PERSONNEL	62	24	39
<hr/>			
B68 SUPERVISE PERSONNEL WITH AFSCs OTHER THAN 275X0	10	53	-43
A19 DRAFT INPUTS FOR HOST-BASE OR INTERSERVICE SUPPORT AGREEMENTS	25	71	-45
C69 ANALYZE MANPOWER UTILIZATION DATA	14	59	-45
C76 EVALUATE BUDGET OR FINANCIAL REQUIREMENTS	22	71	-48
A5 DETERMINE BUDGET OR FINANCIAL REQUIREMENTS	27	76	-49
C79 EVALUATE HOST-BASE OR INTERSERVICE SUPPORT AGREEMENTS	23	82	-59

The new training directives will require 3-skill level members to spend at least a year in OJT and be in paygrade E-4 before they can earn the 5-skill. This will effectively slow the upgrade process and increase the numbers of 3-skill level members in the career ladder. Under the Quality Training Initiative, more senior airmen will have to have 18 months' time in grade as E-6 before they can attend the mandatory 7-skill level awarding course. The new course should prepare them for the craftsman level, performing more advanced technical tasks rather than supervisory tasks.

First-Enlistment AFSC 1C4X1 Personnel

One hundred and twenty-seven respondents indicated that they are in their first enlistment. As shown by Figure 2, 73 percent of the first-term personnel are working the TACC job with most of the remainder in the Entry-Level TACC job.

DISTRIBUTION OF AFSC 1C4X1 FIRST-ENLISTMENT PERSONNEL ACROSS SPECIALTY JOBS

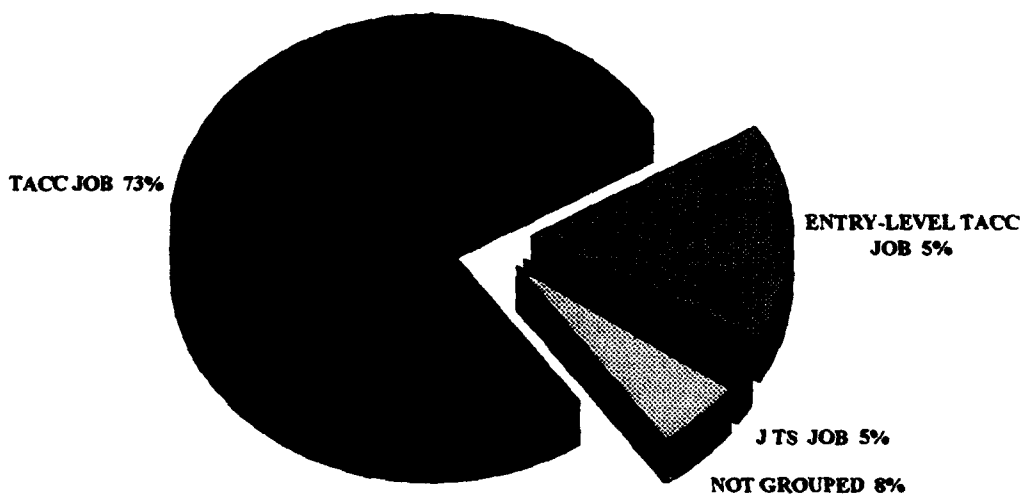


Figure 2

As indicated by Table 15, the total sample of first-enlistment personnel spend 29 percent of their duty time on setting up, operating, or troubleshooting mobile communications systems, 29 percent on field duties, 15 percent on vehicle operator maintenance, and 11 percent on air liaison or air strike control duties. Representative tasks performed are listed in Table 16. Equipment

TABLE 15

**RELATIVE PERCENT OF TIME SPENT ACROSS DUTIES BY
FIRST-ENLISTMENT AFSC 1C4X1 PERSONNEL**

DUTIES	1-48 MOS TAFMS (N=127)
A ORGANIZING AND PLANNING	3
B DIRECTING AND IMPLEMENTING	1
C INSPECTING AND EVALUATING	1
D TRAINING	6
E PERFORMING ADMINISTRATIVE AND SUPPLY ACTIONS	3
F PERFORMING VEHICLE OPERATOR MAINTENANCE	15
G SETTING UP, OPERATING, OR TROUBLESHOOTING MOBILE COMMUNICATIONS SYSTEMS	29
H PERFORMING FIELD DUTIES	29
I PERFORMING AIR MANAGEMENT	2
J PERFORMING AIR LIAISON OR AIR STRIKE CONTROL	11
K PERFORMING AIRBORNE OR AIR ASSAULT ACTIONS	1

TABLE 16**REPRESENTATIVE TASKS PERFORMED BY
FIRST-ENLISTMENT 1C4X1 PERSONNEL**

TASKS		PERCENT MEMBERS PERFORMING (N=127)
F197	WASH VEHICLES	96
H272	FIRE M-16 WEAPONS	96
H266	DRIVE WHEELED VEHICLES IN NONTACTICAL ENVIRONMENTS	93
H254	AUTHENTICATE COMMUNICATIONS	93
G217	OPERATIONALLY CHECK PORTABLE RADIOS	91
G215	OPERATIONALLY CHECK HAVE-QUICK SYSTEMS	91
H255	CLEAN AND LUBRICATE WEAPONS	91
F174	PERFORM AF FORMS 1800 (OPERATOR'S INSPECTION GUIDE AND TROUBLE REPORT (GENERAL PURPOSE VEHICLES)) CHECKS	91
H284	NAVIGATE BY VEHICLE DURING DAY OPERATIONS	90
G209	LOAD OR ZEROIZE VARIABLES IN ENCRYPTION EQUIPMENT	90
F168	CLEAN VEHICLE BATTERY BOXES	89
H299	PERFORM PERSONAL HYGIENE UNDER FIELD CONDITIONS	88
G207	INITIALIZE GPSs	88
H281	NAVIGATE BY FOOT DURING DAY OPERATIONS	88
D130	PARTICIPATE IN TRAINING EXERCISES	86
G216	OPERATIONALLY CHECK PALLETIZED RADIO SYSTEMS	86
H271	FIRE HANDGUNS	86
H267	DRIVE WHEELED VEHICLES IN TACTICAL ENVIRONMENTS	85
H311	SET UP OR TEAR DOWN BIVOUAC EQUIPMENT, SUCH AS TENTS, CAMOUFLAGE NETS, OR LIGHTING EQUIPMENT	84
H277	INTERPRET TACTICAL MAP SYMBOLS	84
D127	PARTICIPATE IN AIR FORCE PT	83
H290	PERFORM CAMOUFLAGE ACTIONS	83
H280	MAINTAIN TA-50 EQUIPMENT, SUCH AS SLEEPING BAGS, HELMETS, OR LOAD BEARING EQUIPMENT	83
H285	NAVIGATE BY VEHICLE DURING NIGHT OPERATIONS	83
G214	OPERATIONALLY CHECK GPSs	82

items used by more than 30 percent first-enlistment AFSC 1C4X1 respondents are listed on Table 17. Entry-level training should, therefore, focus on tasks related to technical jobs performed and equipment items used by first-enlistment personnel.

TE and TD Data

TE and TD data are secondary factors that can assist training personnel focus on what tasks should be emphasized in entry-level training. These ratings, based on the judgment of senior Aerospace Control and Warning NCOs working in the field, were collected to provide training personnel with a rank-ordering of tasks considered important for formal training (TE), along with a measure of the difficulty of those tasks (TD). When combined with data on the percentages of first-enlistment personnel performing tasks, comparisons can then be made to determine if training adjustments are necessary. For example, tasks receiving high ratings on both task factors and performed by moderate to high percentages of members should be taught in resident training. On the other hand, tasks with high TE and TD ratings, but performed by low percentages of respondents, may be more appropriate for OJT. Tasks with low TE and TD ratings probably ought to be omitted from OJT for first-enlistment personnel, but this decision must be weighed against percentages of personnel performing the tasks and criticality of the tasks.

To help training personnel focus on tasks that are most appropriate for entry-level training, an additional factor, the ATI, was assigned to each task in the inventory. A computer program considered percent first-enlistment members performing, TE and TD ratings, and the Course Training Decision table found in Air Education and Training Command Regulation (AETCR) 52-22, Atch 1, to assign the value of each task corresponding to the 18 training decisions on the table. The decision table and explanation of ATIs precede the listing of tasks in descending order of ATI in the TE. Training personnel should focus on tasks with an ATI of 18, which suggests these tasks should be in the entry-level course.

A sample of tasks having the highest enlisted TE ratings are listed in Table 18. Included for each task are the percentage of first-job and first-enlistment personnel performing and the TD rating. Although the TD ratings for these tasks are average, the percentages of first-job and first-enlistment personnel performing are relatively high. The experienced career ladder NCOs who rated the tasks gave the highest ratings to many tasks from Duty G (Setting Up, Operating, or Troubleshooting Mobile Communications Systems) and Duty H (Performing Field Duties), which is core to both the primary TACC job and the Entry-Level TACC job.

Tasks with the highest TD ratings are listed in Table 19. The percentage of first-job, first-enlistment, 5-, and 7-skill level personnel performing, and the TE ratings are also included for each task. The majority of the tasks deal with airborne or air assault actions, joint operations, or supervisory and management functions. Overall, many of these tasks are not performed by a large number first-job, first-enlistment, or 5- and 7-skill level personnel and have average to low TE ratings.

TABLE 17**EQUIPMENT ITEMS USED BY MORE THAN 30 PERCENT OF
FIRST-ENLISTMENT AFSC 1C4X1 PERSONNEL
(PERCENT RESPONDING)**

EQUIPMENT	TOTAL 1ST ENLIST (N=127)
KY-57s (SECURE COMMUNICATIONS DEVICE)	96
NIGHT VISION GLASSES	95
AN/PRC-104s (HF PORTABLE RADIO)	93
GLOBAL POSITIONING SYSTEM (GPS) EQUIPMENT	93
KYK-13s (CRYPTO-VARIABLE LOADING DEVICE)	92
AN/PRC-77s (VHF/FM PORTABLE RADIO)	91
AN/PRC-113s (UHF-AM PORTABLE RADIO SET)	90
KY-65s (SECURE COMMUNICATIONS DEVICE)	90
GENERATORS	89
VRC-46, RT-524, OR RT-246 FM RADIOS	85
KOI-18s (CRYPTO-VARIABLE TAPE READING DEVICE)	80
SIGNALING DEVICES	80
AN/GRC-206s (COMMUNICATIONS SYSTEM)	74
FIELD PHONES	62
LAPTOP COMPUTERS	40
AN/GRA-39s (RADIO SET CONTROL GROUP)	39
AN/MRC-107As (COMMUNICATIONS SYSTEM)	35

TABLE 18

SAMPLE OF TASKS WITH HIGHEST TRAINING EMPHASIS RATINGS

TASKS	PERCENT MEMBERS PERFORMING			
	TNG	1ST	1ST	TSK
	EMP	JOB	ENL	DIF
G216	7.68	83	86	4.84
G217	7.63	86	91	4.44
G221				
G215	7.63	62	67	4.69
G209	7.46	86	91	5.23
H269	7.37	86	90	4.29
	7.37	67	71	5.14
G218	7.32	59	65	4.32
H278	7.17	60	59	4.67
H254	7.15	91	93	3.71
G214	7.15	77	82	4.73
G219	7.12	35	41	5.00
J381	7.12	57	64	3.76
G207	7.02	86	88	5.07
H285	7.02	80	83	5.57
J357				
H267	7.00	46	51	5.40
	6.98	80	85	4.78

TE MEAN = 3.19 S.D. = 2.14

TD MEAN = 5.00 S.D. = 1.00

TABLE 18 (CONTINUED)

SAMPLE OF TASKS WITH HIGHEST TRAINING EMPHASIS RATINGS

TASKS	PERCENT MEMBERS PERFORMING			
	TNG	IST	IST	TSK
	EMP	JOB	ENL	DIF
H272	6.95	95	96	3.59
H277	6.93	79	84	5.07
G204	6.90	79	80	5.53
H263	6.90	68	69	4.34
H284	6.85	89	90	4.36
G242	6.85	72	76	4.08
G244	6.83	68	74	4.40
H290	6.83	81	83	4.19
H286	6.83	65	70	4.81

TE MEAN = 3.19 S.D. = 2.14

TD MEAN = 5.00 S.D. = 1.00

TABLE 19

SAMPLE OF TASKS WITH HIGHEST TASK DIFFICULTY RATINGS

TASKS	TSK DIFF	PERCENT MEMBERS PERFORMING					TNG EMP
		1ST JOB	1ST ENL	5- LEVEL	7- LEVEL		
J343	7.52	14	13	39	54	4.66	
J340	7.48	14	15	23	28	4.44	
K417	7.41	0	0	5	12	.93	
K419	7.37	0	0	3	5	.80	
A5	7.28	7	6	6	27	.51	
J366	7.17	4	2	9	18	3.39	
K410	7.03	0	0	1	4	.49	
D115	6.99	5	3	4	8	.39	
J341	6.98	2	3	5	6	2.56	
D105	6.92	2	2	5	8	.56	
K418	6.89	0	0	5	11	.93	
A3	6.88	21	20	35	47	2.00	
A19	6.88	6	5	4	25	.71	
A6	6.85	12	9	13	23	1.27	
A36	6.77	6	6	2	9	.49	
K428	6.76	9	6	9	5	1.56	
J349	6.76	9	7	9	12	3.54	
A2	6.76	42	44	64	70	4.12	
A35	6.75	9	8	6	14	.98	
J342	6.68	4	3	7	9	2.46	
K392	6.66	2	2	6	15	.88	
G234	6.60	17	17	13	12	4.63	

TE MEAN = 3.19 S.D. = 2.14

TD MEAN = 5.00 S.D. = 1.00

Training Documents

Source documents needed to review the STS and the POI were provided by training personnel at Hurlburt Field, Florida. They matched tasks in the JI to appropriate sections of the STS and the ABP1C431 POI. Listings of the STS and POI were then produced, showing each STS paragraph and POI learning objective, tasks that were matched, percent criterion group members performing, TE and TD ratings, and ATI. These listings are included in the TE sent to the school for review. Criteria set forth in AFI 36-2623 and ATCR 52-22 were used to review the relevance of each STS paragraph and POI learning objective that had tasks matched.

Any STS paragraph with matched tasks performed by 20 percent or more of first-job (1-24 months' TAFMS), first-enlistment (1-48 months' TAFMS), 5-, or 7-skill level members is considered to be supported and should be retained in the STS. Likewise, any learning objective with tasks matched performed by more than 30 percent first-job or first-enlistment personnel is considered to be supported by survey data.

Specialty Training Standard (STS)

Overall, the STS provides comprehensive coverage of the work performed by personnel in this career ladder, with survey data supporting almost all of the essential paragraphs or subparagraphs. A comprehensive review of the March 1992 STS 1C4X1 revealed only one element not meeting the review criteria. Specifically, element 14f(3) needs to be reviewed by training personnel to determine if the topic is appropriate. Tasks not matched to any element of the STS are listed at the end of the STS computer listing in the TE. These were reviewed to determine if there were any tasks concentrating around any particular functions or jobs. No particular trends were noted. Examples of technical tasks performed by 20 percent or more respondents of the STS target groups, but which were not referenced to any STS element, are displayed in Table 20. Training personnel and SMEs should review these and other eligible unreferenced tasks to determine if inclusion in the STS is justified.

Plan of Instruction (POI)

Based on the previously mentioned assistance from the technical school SMEs in matching inventory tasks to the E3ABP1C431, TACC specialist, POI, dated 1 May 1992, a computer product was generated displaying the results of the matching process. Information furnished for consideration includes percent members performing data for first-job and first-enlistment personnel, as well as TE and TD ratings for individual tasks. POI blocks, units of instruction, and criterion objectives were compared against the aforementioned standards of 30 percent or more of the criterion first-enlistment group performing tasks trained, along with sufficiently high TE and TD ratings on those tasks. Per this guidance, tasks trained in the course that do not meet this criteria must be considered for elimination from the formal course, if not justified on some other acceptable basis.

TABLE 20

SAMPLE OF TECHNICAL TASKS PERFORMED BY MORE THAN 20 PERCENT
OF CRITERION GROUP MEMBERS NOT MATCHED TO AFSC 1C4X1 STS

TASKS NOT REFERENCED	TNG EMP	ATI	PERCENT MEMBERS PERFORMING				TSK DIF
			1ST JOB (N=81)	NL (N=27)	5-LVL (N=279)	7-LVL (N=153)	
D130 PARTICIPATE IN TRAINING EXERCISES	6.29	18	84	86	91	91	5.02
G218 OPERATIONALLY CHECK REMOTE CONTROL EQUIPMENT	7.32	18	59	65	68	65	4.32
H263 DECODE OR ENCODE RADIO MESSAGES	6.90	18	68	69	67	71	4.34
H294 PERFORM FIELD DUTIES IN MISSION-ORIENTED PROTECTIVE POSTURE (MOPP)	6.76	18	54	65	71	70	5.13
H306 PERFORM SURVIVAL, EVASION, RESISTANCE, AND ESCAPE ACTIONS	5.85	18	52	50	42	31	5.83
J361 MONITOR OR OPERATE AIR REQUEST NETS	6.78	18	60	65	75	72	4.32
D128 PARTICIPATE IN ARMY PT	3.68	17	44	50	42	37	4.59
G235 REMOVE OR INSTALL GRC-153, GRC-155, OR GRC- 206 COMMUNICATIONS PALLETS IN WHEELED VEHICLES	5.22	17	59	59	54	41	6.24
A2 COORDINATE CLOSE AIR SUPPORT FOR ARMY FIRE SUPPORT PLANS WITH APPROPRIATE AGENCIES	4.12	15	42	44	64	70	6.76
D102 CONDUCT FIELD TRAINING	3.76	15	28	36	61	69	5.31

TE MEAN = 3.19 S.D. = 2.14

TD MEAN = 5.00 S.D. = 1.00

TABLE 20 (CONTINUED)

SAMPLE OF TECHNICAL TASKS PERFORMED BY MORE THAN 20 PERCENT
OF CRITERION GROUP MEMBERS NOT MATCHED TO AFSC IC4X1 STS

TASKS NOT REFERENCED	TNG EMP	ATI	PERCENT MEMBERS PERFORMING					TSK
			1ST JOB (N=81)	1ST ENL (N=127)	5- LVL (N=279)	7- LVL (N=153)	DIF	
E144 INVENTORY EQUIPMENT, SUPPLIES, OR MATERIALS, OTHER THAN INDIVIDUAL EQUIPMENT	4.34 5.15	15 15	30 26	32 31	44 42	46 69	4.23 4.16	
E146 LOCATE INFORMATION IN ARMY PUBLICATIONS								
E155 SAFEGUARD CLASSIFIED OR COMSEC MATERIALS OR EQUIPMENT	5.29	15	25	35	46	57	4.50	
F179 PREPARE VEHICLES FOR AIR SHIPMENT	4.98	15	44	48	53	39	5.53	
F180 PREPARE VEHICLES FOR PAINTING	3.49	15	33	35	25	22	4.11	
F181 PREPARE VEHICLES FOR RAIL SHIPMENT	5.10	15	33	38	38	35	4.78	
F190 REMOVE OR REPLACE VEHICLE WHEELS	3.63	15	32	31	33	23	4.01	
H262 CONSTRUCT SHELTERS	4.29	15	44	46	48	39	4.62	
H268 EMPLOY GRENADES OR PYROTECHNICS	4.83	15	33	39	48	61	4.44	
H293 PERFORM ELECTRONIC COUNTER- COUNTERMEASURE (ECCM) PROCEDURES, OTHER THAN HAVE-QUICK OPERATIONS	5.29 3.68	15 15	42 26	46 33	41 47	39 52	5.42 5.46	
J385 VALIDATE TARGETS								

TE MEAN = 3.19 S.D. = 2.14

TD MEAN = 5.00 S.D. = 1.00

Review of the tasks matched to the POI reveals that most blocks and units of instruction are well supported by survey data based on the percentages of first-job and first-enlistment airmen performing tasks or high TE or TD ratings for pertinent tasks. There are three blocks with eight units of instruction, which contain objectives that are not supported by survey data and require further evaluation by training personnel and SMEs (see display in Table 21 for examples). One important observation concerns the fact that six of the eight units of instruction that were found to be unsupported are from Block VII Close Air Support Control Procedures. Since the responses of first-job and first-enlistment personnel to tasks matched to these units of instruction objectives are below minimum AETC standards, the data suggest that a review be completed to determine if retention in the course is justified.

Additionally, several tasks with above average TE or TD ratings and 30 percent or more first-job or first-enlistment personnel performing were not matched to any POI blocks of instruction. This combination of factors indicates formal training may be required, and resident technical training could be supported. Table 22 lists a sampling of a number of such tasks. SMEs and training personnel should perform an in-depth review of these and other qualifying tasks contained in the "Tasks Not Referenced" section of the previously mentioned computer printout to determine the necessity for training and the most effective method to accomplish it.

Summary

Overall, the STS reviewed provides comprehensive coverage of the work performed by personnel in this career ladder, with survey data supporting all but one of the reviewed paragraphs or subparagraphs. The POI had several units of instruction, the majority of which were in Block VII Close Air Support Control Procedures, which were not supported by survey data. Both the STS and POI have a number of tasks not matched that require review for possible inclusion in the training documents.

SPECIAL ISSUES

There were several additional background questions that were added to the JI. The first question concerned whether or not career field personnel have ever filled the position of Air Liaison Officer (ALO) at the brigade level or higher. Thirty-four percent of the total sample had a positive response to this question. A large majority of these responses were from those holding the 7-skill level or higher and those with greater than 8 years of service.

Several questions addressed the special experience identifier (SEI) 914, Enlisted Terminal Attack Controller. Of the total survey sample, 58 percent have been awarded SEI 914, with 96 percent of those personnel performing SEI 914 duties. Thirty-three percent of the total sample have not been awarded SEI 914, and only 4 percent of those personnel are performing SEI 914 duties. The remaining 9 percent of the total sample are in training for SEI 914, and 41 percent of

TABLE 2

SAMPLE OF POI LEARNING OBJECTIVES REQUIRING REVIEW
(LESS THAN 30 PERCENT MEMBERS PERFORMING)

		PERCENT MEMBERS PERFORMING				TSK DIF
		TNG EMP	ATI (N=81)	1ST JOB (N=127)	1ST ENL (N=127)	
V	3e. IDENTIFY TACTICAL MOVEMENT TECHNIQUES					
	H295 PERFORM IMMEDIATE-ACTION DRILLS	3.71	7	22	23	4.99
VI	1b. IDENTIFY FACTS PERTAINING TO FIRE SUPPORT COORDINATION MEASURES					
	J351 ESTABLISH INFORMAL AIRSPACE COORDINATION AREAS (ACAs)	4.17	7	10	13	6.21
VII	1a. DETERMINE PROCEDURES USED TO COORDINATE WITH THE ARMY GROUND COMMANDER'S STAFF					
	J345 COORDINATE STRIKE INFORMATION WITH ARMY OR OTHER SERVICE PERSONNEL	5.37	11	19	23	6.03

TE MEAN = 3.19 S.D. = 2.14

TD MEAN = 5.00 S.D. = 1.00

TABLE 21 (CONTINUED)

SAMPLE OF POI LEARNING OBJECTIVES REQUIRING REVIEW
(LESS THAN 30 PERCENT MEMBERS PERFORMING)

		PERCENT MEMBERS PERFORMING			
		TNG EMP	ATI (N=81)	1ST JOB (N=127)	TSK DIF
VII	2a. IDENTIFY BASIC PRINCIPLES OF TARGET WEATHER OBSERVATION				
	J367 PERFORM LIMITED WEATHER OBSERVATIONS	5.63	11	21	25 4.38
VII	4a. IDENTIFY PROCEDURES USED IN JAAT COORDINATION				
	J343 COORDINATE JOINT AIR ATTACK TEAM (JAAT) MISSIONS WITH OTHER SERVICES OR UNITS	4.66	7	14	13 7.52
VII	5a. IDENTIFY METHODS OF TARGET ACQUISITION				
	J358 MARK LANDING ZONES	3.41	7	10	9 5.54
	J360 MARK TARGET LOCATIONS USING LASER TARGET DESIGNATORS	4.29	7	9	11 5.25
	J359 MARK TARGET LOCATIONS AT NIGHT USING INFARED DESIGNATORS	2.78	2	11	12 5.26

TE MEAN = 3.19 S.D. = 2.14

TD MEAN = 5.00 S.D. = 1.00

TABLE 22

SAMPLE OF TECHNICAL TASKS PERFORMED BY MORE THAN 30 PERCENT OF CRITERION
GROUP MEMBERS NOT MATCHED TO AFSC 1C4X1 POI LEARNING OBJECTIVES

TASKS NOT REFERENCED	TNG EMP	PERCENT MEMBERS PERFORMING			TSK DIF
		ATI	1ST JOB (N=81)	1ST ENL (N=127)	
D130 PARTICIPATE IN TRAINING EXERCISES	6.29	18	84	86	5.02
G218 OPERATIONALLY CHECK REMOTE CONTROL EQUIPMENT	7.32	18	59	65	4.32
H263 DECODE OR ENCODE RADIO MESSAGES	6.90	18	68	69	4.34
H285 NAVIGATE BY VEHICLE DURING NIGHT OPERATIONS	7.02	18	80	83	5.57
H287 OPERATE VEHICLES WHILE WEARING NIGHT VISION DEVICES	6.49	18	72	79	5.55
H294 PERFORM FIELD DUTIES IN MISSION-ORIENTED PROTECTIVE POSTURE (MOPP)	6.76	18	54	65	5.13
H306 PERFORM SURVIVAL, EVASION, RESISTANCE, AND ESCAPE ACTIONS	5.85	18	52	50	5.83
J361 MONITOR OR OPERATE AIR REQUEST NETS	6.78	18	60	65	4.32
J369 PLAN CLOSE AIR SUPPORT MISSIONS	5.85	18	47	50	6.18
D128 PARTICIPATE IN ARMY PT	3.68	17	44	50	4.59
G235 REMOVE OR INSTALL GRC-153, GRC-155, OR GRC-206 COMMUNICATIONS PALLETS IN WHEELED VEHICLES	5.22	17	59	59	6.24
A2 COORDINATE CLOSE AIR SUPPORT FOR ARMY FIRE SUPPORT PLANS WITH APPROPRIATE AGENCIES	4.12	15	42	44	6.76
D102 CONDUCT FIELD TRAINING	3.76	15	28	36	5.31

TE MEAN = 3.19 S.D. = 2.14

TD MEAN = 5.00 S.D. = 1.00

TABLE 22 (CONTINUED)

SAMPLE OF TECHNICAL TASKS PERFORMED BY MORE THAN 30 PERCENT OF CRITERION
GROUP MEMBERS NOT MATCHED TO AFSC IC4X1 POI LEARNING OBJECTIVES

TASKS NOT REFERENCED	TNG EMP	PERCENT MEMBERS PERFORMING			TSK DIF
		ATI	1ST JOB (N=81)	1ST ENL (N=127)	
E144 INVENTORY EQUIPMENT, SUPPLIES, OR MATERIALS, OTHER THAN INDIVIDUAL EQUIPMENT	4.34	15	30	32	4.23
E146 LOCATE INFORMATION IN ARMY PUBLICATIONS	5.15	15	26	31	4.16
E155 SAFEGUARD CLASSIFIED OR COMSEC MATERIALS OR EQUIPMENT	5.29	15	25	35	4.50
F179 PREPARE VEHICLES FOR AIR SHIPMENT	4.98	15	44	48	5.53
F180 PREPARE VEHICLES FOR PAINTING	3.49	15	33	35	4.11
F181 PREPARE VEHICLES FOR RAIL SHIPMENT	5.10	15	33	38	4.78
F190 REMOVE OR REPLACE VEHICLE WHEELS	3.63	15	32	31	4.01
H262 CONSTRUCT SHELTERS	4.29	15	44	46	4.62
H268 EMPLOY GRENADES OR PYROTECHNICS	4.83	15	33	39	4.44

TE MEAN = 3.19 S.D. = 2.14

TD MEAN = 5.00 S.D. = 1.00

those personnel are performing SEI 914 duties. In general, the personnel who have been awarded the special experience identifier perform SEI 914 duties, while those who have not been awarded the special experience identifier do not perform SEI 914 duties.

One question was asked concerning the maximum weight lifted on the job. Currently, the strength factor for the career field is K or 70 lbs. Thirty-three percent of the survey sample, 35 percent of first-enlistment personnel, and 35 percent of those in the TACC job responded that they lift more than 80 pounds in their present job. Overall, the strength factor may need to be raised to a more appropriate level to meet the demands of the career field.

Lastly, several questions were asked concerning Army vehicle maintenance. The first question concerned how satisfied personnel were with the service they were receiving from Army vehicle maintenance. Fourteen percent of the survey sample were extremely or very satisfied; 40 percent were slightly satisfied, neutral, or slightly dissatisfied; and 22 percent were extremely or very dissatisfied, with 24 percent responding that they do not use Army vehicle maintenance. The second question concerned the percent of the time vehicles are returned with the problem fixed. Twenty-six percent of the sample responded with 100 to 76 percent, 28 percent responded with 75 to 51 percent, 16 percent responded with 50 to 26 percent, and 6 percent responded with 25 to 0 percent, with 24 percent reporting that the question was not applicable. The last question addressed the issue of the percent time vehicles serviced by Army vehicle maintenance are returned in a timely manner. Ten percent of the sample responded with 100 to 76 percent, 24 percent responded with 75 to 51 percent, 22 percent responded with 50 to 26 percent, and 20 percent responded with 25 to 0 percent, with 24 percent reporting that the question was not applicable.

JOB SATISFACTION ANALYSIS

Respondents were asked to indicate how interested they were in their job, if they felt their talents and training were being used, if they were satisfied with their jobs, and what their reenlistment intentions were. Satisfaction indicators for TAFMS groups in the present study were compared to those reported by respondents in career ladders surveyed in 1992, to those reported in the last OSR, and across the three clusters and three jobs identified.

AFSC 1C4X1 job satisfaction responses are generally higher than those reported by members of comparative AFSCs (Table 23). There was a large difference noted between AFSC 1C4X1 49-96 months' TAFMS personnel and those in the other related specialties with respect to how they like their jobs, how well they perceive their talents and training are being used, and if they plan to reenlist. Table 26 compares satisfaction indicators for TAFMS groups in the current study to those reported in the previous OSR. All responses by personnel in the current study were much higher than those reported in the 1987 job satisfaction indicators. Review of the job satisfaction data for personnel in the jobs identified in the **CAREER LADDER STRUCTURE** section (see Table 25) reveals that airmen responded positively to almost all of the indicators. An

TABLE 23

COMPARISON OF JOB SATISFACTION INDICATORS FOR IC4X1
TAFMS GROUPS IN CURRENT STUDY TO A COMPARATIVE SAMPLE**
(PERCENT MEMBERS RESPONDING)

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	1994 (N=127)	COMP SAMPLE** (N=295)	1994 (N=106)	COMP SAMPLE** (N=283)	1994 (N=276)	COMP SAMPLE** (N=604)
<u>EXPRESSED JOB INTEREST:</u>						
INTERESTING	79	69	76	69	71	74
SO-SO	11	14	17	14	17	15
DULL	10	17	7	16	12	11
<u>PERCEIVED USE OF TALENTS:</u>						
FAIRLY WELL TO PERFECT	71	66	82	68	80	77
LITTLE OR NOT AT ALL	29	34	18	32	20	23
<u>PERCEIVED USE OF TRAINING:</u>						
FAIRLY WELL TO PERFECT	91	89	87	80	82	75
LITTLE OR NOT AT ALL	9	11	13	20	18	25

* Denotes less than 1 percent

** Comparative data from AFSCs 271X1 and 277X0 surveyed in 1992

TABLE 23 (CONTINUED)

COMPARISON OF JOB SATISFACTION INDICATORS FOR 1C4X1
TAFMS GROUPS IN CURRENT STUDY TO A COMPARATIVE SAMPLE**
(PERCENT MEMBERS RESPONDING)

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	1994 (N=127)	COMP SAMPLE** (N=295)	1994 (N=106)	COMP SAMPLE** (N=283)	1994 (N=276)	COMP SAMPLE** (N=604)
<u>REENLISTMENT INTENTIONS:</u>						
WILL REENLIST	63	60	85	71	84	74
WILL NOT REENLIST	37	40	15	29	5	7
WILL RETIRE	0	*	0	0	11	19
<u>SENSE OF ACCOMPLISHMENT:</u>						
SATISFIED	67	67	71	65	65	68
SO-SO	16	15	14	13	12	10
DISSATISFIED	17	18	15	22	23	22

* Denotes less than 1 percent

** Comparative data from AFSCs 271X1 and 277X0 surveyed in 1992

TABLE 24

COMPARISON OF JOB SATISFACTION DATA FOR VARIOUS 271X1
TAFMS GROUPS IN THE 1987 AND 1992 SURVEYS*
(PERCENT MEMBERS RESPONDING)

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	1987 (N=196)	1994 (N=127)	1987 (N=144)	1994 (N=106)	1987 (N=135)	1994 (N=276)
<u>EXPRESSED JOB INTEREST:</u>						
INTERESTING	50	79	62	76	62	71
SO-SO	25	11	17	17	19	17
DULL	25	10	21	7	19	12
<u>PERCEIVED USE OF TALENTS:</u>						
FAIRLY WELL TO PERFECT	51	71	63	82	68	80
LITTLE OR NOT AT ALL	49	29	37	18	32	20
<u>PERCEIVED USE OF TRAINING:</u>						
FAIRLY WELL TO PERFECT	75	91	72	87	70	82
LITTLE OR NOT AT ALL	25	9	28	13	30	18
<u>REENLISTMENT INTENTIONS:</u>						
YES, OR PROBABLY YES	52	63	69	85	74	84
NO, OR PROBABLY NO, OR WILL RETIRE	48	37	31	15	26	16

* Columns rounded to reflect a sum of 100 percent

TABLE 25

COMPARISON OF JOB SATISFACTION INDICATORS FOR
MEMBERS OF IC4X1 SPECIALTY JOBS*
(PERCENT MEMBERS RESPONDING)

	TACC JOB (ST45)	ENTRY- LEVEL TACC JOB (ST26)	JTS CLUSTER (GP32)	AIRBORNE JOB (ST160)	TRAINING CLUSTER (ST48)	SUPR AND MGT CLUSTER (ST17)
<u>EXPRESSED JOB INTEREST:</u>						
INTERESTING	74	67	75	100	91	76
SO-SO	17	12	17	0	9	15
DULL	9	21	8	0	0	9
<u>PERCEIVED USE OF TALENTS:</u>						
FAIRLY WELL TO PERFECT	78	67	80	100	95	92
LITTLE OR NOT AT ALL	22	33	20	0	5	8
<u>PERCEIVED USE OF TRAINING:</u>						
FAIRLY WELL TO PERFECT	87	83	83	100	86	92
LITTLE OR NOT AT ALL	13	17	17	0	14	8

* Columns rounded to reflect a sum of 100 percent

TABLE 25 (CONTINUED)

COMPARISON OF JOB SATISFACTION INDICATORS FOR
MEMBERS OF 1C4X1 SPECIALTY JOBS*
(PERCENT MEMBERS RESPONDING)

	TACC JOB (ST45)	ENTRY- LEVEL TACC JOB (ST26)	JTS CLUSTER (GP32)	AIRBORNE JOB (ST160)	TRAINING CLUSTER (ST48)	SUPR AND MGT CLUSTER (ST17)
<u>REENLISTMENT INTENTIONS:</u>						
WILL REENLIST	80	54	92	100	91	77
WILL NOT REENLIST	15	42	4	0	9	0
WILL RETIRE	5	4	4	0	0	23
<u>SENSE OF ACCOMPLISHMENT:</u>						
SATISFIED	67	54	67	100	86	77
SO-SO	13	21	20	0	5	15
DISSATISFIED	20	25	13	0	9	8

* Columns rounded to reflect a sum of 100 percent

exception was noted in the Entry-Level TACC job, which represents 5 percent of the survey sample, in that only 54 percent indicated that they planned to reenlist, 33 percent felt that their job was only moderately interesting, and 33 percent felt that their talents were not being used effectively.

Summary

Job satisfaction indicators for AFSC 1C4X1 are generally higher than those reported by members of two related AFSCs surveyed in 1992. Indicators are much higher for the present study over those reported in 1987. Personnel performing most jobs find their work interesting, feel their talents and training are being used, and plan to reenlist.

CONCLUSIONS

As explained in the **INTRODUCTION**, this survey was conducted as a part of the AFOMS' effort to produce current information for updating data bases on all Air Force specialties on a 5-year cyclic basis. Analysis of the survey data found three clusters and three jobs being performed by TACC personnel. The main job identified is the TACC job, representing 73 percent of the total sample of respondents. Personnel progress typically through the career ladder, yet technical tasks are performed at all skill levels. AFMAN 36-2108 *Specialty Descriptions* were found to be adequate and supported by survey data. An examination of the STS and POI found the STS supported on all but one element and the POI unsupported on eight units of instruction. Responses to job satisfaction indicators revealed that most respondents are satisfied with their jobs, have a more positive view of their career ladder than related AFSCs, and have greatly improved their satisfaction on all indicators since the previous survey.

APPENDIX A

**SELECTED REPRESENTED TASKS PERFORMED BY
MEMBERS OF CAREER LADDER JOBS**

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TABLE A1

**TACTICAL AIR COMMAND AND CONTROL JOB
(ST45)**

NUMBER IN GROUP: 374

AVERAGE TIME IN JOB: 32 MONTHS

PERCENT OF SAMPLE: 73%

AVERAGE TAFMS: 100 MONTHS

THE FOLLOWING TASKS ARE IN DESCENDING ORDER OF PERCENT MEMBERS
PERFORMING

TASKS	PERCENT MEMBERS PERFORMING
G217 OPERATIONALLY CHECK PORTABLE RADIOS	98
H254 AUTHENTICATE COMMUNICATIONS	98
G215 OPERATIONALLY CHECK HAVE-QUICK SYSTEMS	98
H284 NAVIGATE BY VEHICLE DURING DAY OPERATIONS	97
H266 DRIVE WHEELED VEHICLES IN NONTACTICAL ENVIRONMENTS	97
F174 PERFORM AF FORMS 1800 (OPERATOR'S INSPECTION GUIDE AND TROUBLE REPORT (GENERAL PURPOSE VEHICLES)) CHECKS	96
H272 FIRE M-16 WEAPONS	96
F197 WASH VEHICLES	96
H255 CLEAN AND LUBRICATE WEAPONS	96
H299 PERFORM PERSONAL HYGIENE UNDER FIELD CONDITIONS	95
G216 OPERATIONALLY CHECK PALLETIZED RADIO SYSTEMS	95
D130 PARTICIPATE IN TRAINING EXERCISES	95
H267 DRIVE WHEELED VEHICLES IN TACTICAL ENVIRONMENTS	94
G209 LOAD OR ZEROIZE VARIABLES IN ENCRYPTION EQUIPMENT	94
H280 MAINTAIN TA-50 EQUIPMENT, SUCH AS SLEEPING BAGS, HELMETS, OR LOAD BEARING EQUIPMENT	94
H277 INTERPRET TACTICAL MAP SYMBOLS	94
H271 FIRE HANDGUNS	94
H311 SET UP OR TEAR DOWN BIVOUAC EQUIPMENT, SUCH AS TENTS, CAMOUFLAGE NETS, OR LIGHTING EQUIPMENT	93
H290 PERFORM CAMOUFLAGE ACTIONS	93
H285 NAVIGATE BY VEHICLE DURING NIGHT OPERATIONS	92
D127 PARTICIPATE IN AIR FORCE PT	91
G214 OPERATIONALLY CHECK GPSs	91
H300 PERFORM PERSONAL SANITATION UNDER FIELD CONDITIONS	91
G207 INITIALIZE GPSs	90
G203 CONFIGURE COMMUNICATIONS SYSTEMS FOR OPERATIONS USING VEHICLE POWER	89

TABLE A2**ENTRY-LEVEL TACTICAL AIR COMMAND AND CONTROL JOB
(ST26)****NUMBER IN GROUP: 24****AVERAGE TIME IN JOB: 13 MONTHS****PERCENT OF SAMPLE: 5%****AVERAGE TAFMS: 35 MONTHS****THE FOLLOWING TASKS ARE IN DESCENDING ORDER OF PERCENT MEMBERS
PERFORMING**

TASKS	PERCENT MEMBERS PERFORMING
F197 WASH VEHICLES	92
D130 PARTICIPATE IN TRAINING EXERCISES	88
H266 DRIVE WHEELED VEHICLES IN NONTACTICAL ENVIRONMENTS	83
H254 AUTHENTICATE COMMUNICATIONS	83
H272 FIRE M-16 WEAPONS	83
H284 NAVIGATE BY VEHICLE DURING DAY OPERATIONS	83
D127 PARTICIPATE IN AIR FORCE PT	79
G216 OPERATIONALLY CHECK PALLETIZED RADIO SYSTEMS	79
H267 DRIVE WHEELED VEHICLES IN TACTICAL ENVIRONMENTS	79
H271 FIRE HANDGUNS	79
G207 INITIALIZE GPSs	79
F174 PERFORM AF FORMS 1800 (OPERATOR'S INSPECTION GUIDE AND TROUBLE REPORT (GENERAL PURPOSE VEHICLES)) CHECKS	75
G203 CONFIGURE COMMUNICATIONS SYSTEMS FOR OPERATIONS USING VEHICLE POWER	75
G217 OPERATIONALLY CHECK PORTABLE RADIOS	75
G215 OPERATIONALLY CHECK HAVE-QUICK SYSTEMS	75
G209 LOAD OR ZEROIZE VARIABLES IN ENCRYPTION EQUIPMENT	75
F168 CLEAN VEHICLE BATTERY BOXES	75
H311 SET UP OR TEAR DOWN BIVOUAC EQUIPMENT, SUCH AS TENTS, CAMOUFLAGE NETS, OR LIGHTING EQUIPMENT	75
H277 INTERPRET TACTICAL MAP SYMBOLS	75
H255 CLEAN AND LUBRICATE WEAPONS	75
H299 PERFORM PERSONAL HYGIENE UNDER FIELD CONDITIONS	71
H281 NAVIGATE BY FOOT DURING DAY OPERATIONS	71
H285 NAVIGATE BY VEHICLE DURING NIGHT OPERATIONS	71
G202 CONFIGURE COMMUNICATIONS SYSTEMS FOR OPERATIONS USING AUXILIARY POWER	67
H290 PERFORM CAMOUFLAGE ACTIONS	67
G204 CONSTRUCT FIELD EXPEDIENT ANTENNAS	67
G230 REMOTE RADIO SET CONTROLS (RSCs)	67

TABLE A3

**JOINT TRAINING SQUADRON CLUSTER
(GP32)**

NUMBER IN GROUP: 24

AVERAGE TIME IN JOB: 50 MONTHS

PERCENT OF SAMPLE: 5%

AVERAGE TAFMS: 116 MONTHS

**THE FOLLOWING TASKS ARE IN DESCENDING ORDER OF PERCENT MEMBERS
PERFORMING**

TASKS	PERCENT MEMBERS PERFORMING
H284 NAVIGATE BY VEHICLE DURING DAY OPERATIONS	100
J338 CONTROL HIGH THREAT AIR STRIKES	96
F197 WASH VEHICLES	92
J339 CONTROL LOW THREAT AIR STRIKES	92
G216 OPERATIONALLY CHECK PALLETIZED RADIO SYSTEMS	88
H280 MAINTAIN TA-50 EQUIPMENT, SUCH AS SLEEPING BAGS, HELMETS, OR LOAD BEARING EQUIPMENT	88
G215 OPERATIONALLY CHECK HAVE-QUICK SYSTEMS	88
F168 CLEAN VEHICLE BATTERY BOXES	88
H267 DRIVE WHEELED VEHICLES IN TACTICAL ENVIRONMENTS	83
F174 PERFORM AF FORMS 1800 (OPERATOR'S INSPECTION GUIDE AND TROUBLE REPORT (GENERAL PURPOSE VEHICLES)) CHECKS	83
H285 NAVIGATE BY VEHICLE DURING NIGHT OPERATIONS	83
D127 PARTICIPATE IN AIR FORCE PT	79
H266 DRIVE WHEELED VEHICLES IN NONTACTICAL ENVIRONMENTS	79
H254 AUTHENTICATE COMMUNICATIONS	79
H277 INTERPRET TACTICAL MAP SYMBOLS	79
F187 REMOVE OR REPLACE VEHICLE LIGHT BULBS OR ASSEMBLIES	79
J369 PLAN CLOSE AIR SUPPORT MISSIONS	75
D130 PARTICIPATE IN TRAINING EXERCISES	71
H256 COMPLETE TEAM PREDEPLOYMENT CHECKLISTS	71
H287 OPERATE VEHICLES WHILE WEARING NIGHT VISION DEVICES	71
J353 IDENTIFY AIRCRAFT AS FRIENDLY OR HOSTILE	67
G217 OPERATIONALLY CHECK PORTABLE RADIOS	67
G228 POSITION EQUIPMENT FOR OPERATIONAL USE	63
F194 REPORT VEHICLE DISCREPANCIES OR MALFUNCTIONS	63
H272 FIRE M-16 WEAPONS	63
F162 ADJUST VEHICLE HAND BRAKES	63
J357 LOCATE TARGETS UTILIZING UNIVERSAL TRANSVERSE MERCATOR OR LATITUDE AND LONGITUDE COORDINATE SYSTEMS	58

TABLE A4**AIRBORNE JOB
(ST160)****NUMBER IN GROUP: 8****AVERAGE TIME IN JOB: 39 MONTHS****PERCENT OF SAMPLE: 2%****AVERAGE TAFMS: 120 MONTHS****THE FOLLOWING TASKS ARE IN DESCENDING ORDER OF PERCENT MEMBERS
PERFORMING**

TASKS	PERCENT MEMBERS PERFORMING
D130 PARTICIPATE IN TRAINING EXERCISES	100
D127 PARTICIPATE IN AIR FORCE PT	100
J340 CONTROL NIGHT CLOSE AIR SUPPORT MISSIONS	100
D102 CONDUCT FIELD TRAINING	100
K415 PERFORM EQUIPMENT PARACHUTE JUMPS	100
K425 PERFORM TACTICAL PARACHUTE JUMPS	100
J339 CONTROL LOW THREAT AIR STRIKES	100
K423 PERFORM STATIC-LINE PARACHUTE JUMPS	100
J338 CONTROL HIGH THREAT AIR STRIKES	100
J359 MARK TARGET LOCATIONS AT NIGHT USING INFARED DESIGNATORS	100
J360 MARK TARGET LOCATIONS USING LASER TARGET DESIGNATORS	100
H280 MAINTAIN TA-50 EQUIPMENT, SUCH AS SLEEPING BAGS, HELMETS, OR LOAD BEARING EQUIPMENT	100
H272 FIRE M-16 WEAPONS	100
H299 PERFORM PERSONAL HYGIENE UNDER FIELD CONDITIONS	100
H300 PERFORM PERSONAL SANITATION UNDER FIELD CONDITIONS	100
J334 BRIEF ARMY PERSONNEL ON TACTICAL AIR SUPPORT CAPABILITIES	100
H282 NAVIGATE BY FOOT DURING NIGHT OPERATIONS	100
J357 LOCATE TARGETS UTILIZING UNIVERSAL TRANSVERSE MERCATOR OR LATITUDE AND LONGITUDE COORDINATE SYSTEMS	100
J335 CONTROL AC-130 GUNSHIP MISSIONS	100
H255 CLEAN AND LUBRICATE WEAPONS	100
H281 NAVIGATE BY FOOT DURING DAY OPERATIONS	100
K405 MAINTAIN AIRBORNE ITEMS	100
K407 MAKE ENTRIES ON INDIVIDUAL JUMP RECORDS	100
J352 EXTRACT INFORMATION FROM ARMY OPERATIONS ORDERS OR TACTICAL STANDING OPERATING PROCEDURES	100

TABLE A5
TRAINING CLUSTER
(ST48)

NUMBER IN GROUP: 22

AVERAGE TIME IN JOB: 26 MONTHS

PERCENT OF SAMPLE: 4%

AVERAGE TAFMS: 125 MONTHS

THE FOLLOWING TASKS ARE IN DESCENDING ORDER OF PERCENT MEMBERS PERFORMING

TASKS	PERCENT MEMBERS PERFORMING
D133 PROCURE TRAINING AIDS, MATERIALS, OR EQUIPMENT	95
D130 PARTICIPATE IN TRAINING EXERCISES	95
F197 WASH VEHICLES	95
H266 DRIVE WHEELED VEHICLES IN NONTACTICAL ENVIRONMENTS	95
H286 NAVIGATE BY VEHICLE USING GPSs	95
D103 CONDUCT FORMAL CLASSROOM TRAINING	91
D119 DEVELOP TRAINING MATERIALS OR TRAINING AIDS	91
D134 REVISE TRAINING MATERIALS	91
D118 DEVELOP TESTS	91
F174 PERFORM AF FORMS 1800 (OPERATOR'S INSPECTION GUIDE AND TROUBLE REPORT (GENERAL PURPOSE VEHICLES)) CHECKS	91
H299 PERFORM PERSONAL HYGIENE UNDER FIELD CONDITIONS	91
G217 OPERATIONALLY CHECK PORTABLE RADIOS	91
H284 NAVIGATE BY VEHICLE DURING DAY OPERATIONS	91
H272 FIRE M-16 WEAPONS	91
D102 CONDUCT FIELD TRAINING	86
J369 PLAN CLOSE AIR SUPPORT MISSIONS	86
H281 NAVIGATE BY FOOT DURING DAY OPERATIONS	86
H300 PERFORM PERSONAL SANITATION UNDER FIELD CONDITIONS	86
H311 SET UP OR TEAR DOWN BIVOUAC EQUIPMENT, SUCH AS TENTS, CAMOUFLAGE NETS, OR LIGHTING EQUIPMENT	86
G242 SET UP OR TEAR DOWN GPSs	86
D127 PARTICIPATE IN AIR FORCE PT	82
D 98 ADMINISTER TESTS	82
G216 OPERATIONALLY CHECK PALLETIZED RADIO SYSTEMS	82
H280 MAINTAIN TA-50 EQUIPMENT, SUCH AS SLEEPING BAGS, HELMETS, OR LOAD BEARING EQUIPMENT	82
J339 CONTROL LOW THREAT AIR STRIKES	82
J338 CONTROL HIGH THREAT AIR STRIKES	82
H277 INTERPRET TACTICAL MAP SYMBOLS	82
G214 OPERATIONALLY CHECK GPSs	82

TABLE A6
SUPERVISOR/MANAGER CLUSTER
(ST17)

NUMBER IN GROUP: 13

AVERAGE TIME IN JOB: 16 MONTHS

PERCENT OF SAMPLE: 3%

AVERAGE TAFMS: 209 MONTHS

THE FOLLOWING TASKS ARE IN DESCENDING ORDER OF PERCENT MEMBERS PERFORMING

TASKS	PERCENT MEMBERS PERFORMING
D127 PARTICIPATE IN AIR FORCE PT	85
B39 CONDUCT BRIEFINGS, CONFERENCES, OR WORKSHOPS	85
A10 DETERMINE PUBLICATIONS REQUIREMENTS	85
A28 PLAN OR DEVELOP BRIEFINGS	85
E158 WRITE CORRESPONDENCE OR ROUTINE REPORTS	77
D132 PLAN TRAINING PROGRAMS, OTHER THAN OJT	77
A11 DETERMINE WORK PRIORITIES	77
A27 PLAN MEETINGS, CONFERENCES, OR WORKSHOPS	77
A8 DETERMINE LOGISTICS REQUIREMENTS, SUCH AS PERSONNEL, EQUIPMENT, OR SUPPLIES	77
A15 DEVELOP INSPECTION PROCEDURES	77
A1 ANALYZE TRENDS IN WORK METHODS	77
E146 LOCATE INFORMATION IN ARMY PUBLICATIONS	69
D124 EVALUATE TRAINING METHODS, TECHNIQUES, OR PROGRAMS	69
E160 WRITE STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS	69
D120 DIRECT TRAINING FUNCTIONS	69
A5 DETERMINE BUDGET OR FINANCIAL REQUIREMENTS	69
C79 EVALUATE HOST-BASE OR INTERSERVICE SUPPORT AGREEMENTS	69
C97 WRITE OR REVIEW RECOMMENDATIONS FOR AWARDS OR DECORATIONS	69
B43 DIRECT ADMINISTRATIVE FUNCTIONS	69
C75 EVALUATE AFTER-ACTION REPORTS	69
F174 PERFORM AF FORMS 1800 (OPERATOR'S INSPECTION GUIDE AND TROUBLE REPORT (GENERAL PURPOSE VEHICLES)) CHECKS	69
A12 DEVELOP CHARTS, STATUS BOARDS, OR GRAPHS	62
D119 DEVELOP TRAINING MATERIALS OR TRAINING AIDS	62
D117 DEVELOP TESTING PROGRAMS	62
E141 FILE CORRESPONDENCE	62
C76 EVALUATE BUDGET OR FINANCIAL REQUIREMENTS	62
D137 SELECT PERSONNEL FOR SPECIALIZED TRAINING	62